

## **WRGB & WCWN \* Annual EEO Public File Report**

February 1, 2009 - January 31, 2010

The purpose of this EEO Public File Report is to comply with Section 73.2080 of the FCC's 2002 EEO Rule. This report is placed in the public inspection files and the WRGB website.

The information in this report covers the time period beginning February 1, 2009 to January 31, 2010 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the outreach initiatives undertaken.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

\* Freedom Broadcasting of New York, Inc. acquired WCWN on December 5, 2006.

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Appendix 1  
**VACANCIES FILLED DURING REPORTING PERIOD**

	Vacancy Title	Sources Used to Announce Vacancy	Source of Hiree
1	Gen'l Sales Mgr	<p>All sources on Appendix 2</p> <p>Company website</p> <p><b>New York State Broadcasters Association Website</b>  Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>  1805 Western Ave, Albany, NY  (518) 456-8943</p> <p>New York State Labor Dept  Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a>  600 Franklin Street, Schenectady, NY  (518) 347-1662</p> <p>Times Union Newspaper  645 Albany-Shaker Rd Albany, NY  (518) 454-5000</p> <p>Daily Gazette Newspaper  2345 Maxon Rd Ext., Schenectady NY  (518) 382-1100</p> <p><a href="http://www.tvjobs.com">www.tvjobs.com</a></p> <p>MediaRecruiters.com  Jim Birschbach  22102 East Canyon Place  Aurora, Co.  80016</p> <p>Decision Toolbox, Inc.  1526 14<sup>th</sup> Street, Suite 102  Santa Monica, CA 90404  562-377-5663</p>	MediaRecruiters.com
2	Executive Producer	All sources on Appendix 2	Talent Dynamics

		<p>Company website</p> <p><b>New York State Broadcasters Association Website</b></p> <p>New York State Labor Dept Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a> 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p><a href="http://www.tvjobs.com">www.tvjobs.com</a></p> <p><a href="http://www.medialine.com">www.medialine.com</a></p> <p>Talent Dynamics 600 Las Colinas Blvd. Suite 100 Irving, Tx 75039 <a href="mailto:info@talentdynamics.com">info@talentdynamics.com</a></p>	
3	Video Journalist	<p>All sources on Appendix 2</p> <p>Company website</p> <p><b>New York State Broadcasters Association Website</b></p> <p>Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a> 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a> 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p><a href="http://www.tvjobs.com">www.tvjobs.com</a></p> <p><a href="http://www.medialine.com">www.medialine.com</a></p>	Tvjobs.com



**Total Number of Persons Interviewed thru #4 : 28**

**Total Number Of Interviewees Per Recruiting/Referral Sources:**

Web/Internet	
Company website	2
TVjobs.com	4
Newspaper – Times Union	1
Word of Mouth/ Referral	4
Decision Toolbox, Inc.	4
Media Recruiters.com	5
Talent Dynamics	4
Career Builder .com	4
Total	28

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**Appendix 2  
RECRUITMENT SOURCE LIST**

Albany/Colonie Regional  
Chamber of Commerce  
Attn: Heather Romano  
One Computer Drive South  
Albany, NY 12205  
(518)453-5222 Fax: (518)458-1055  
Contact Preference: US Mail

Arbor Hill Community Center  
Attn: Donna Thompson, Director  
47 North Lark St.  
Albany, NY 12210  
(518)463-1516  
Contact Preference: US Mail  
Centro Civico of Amsterdam, Inc.  
Attn: Ladan Alomar, Executive Director  
143-145 East Main Street  
Amsterdam, NY 12010  
(518)842-3762 Fax: (518)842-9139  
[civico@telenet.net](mailto:civico@telenet.net)  
Contact Preference: US Mail

City of Albany  
Department of Administration  
Room 301  
City Hall  
Albany, NY 12207  
(518)434-5284  
James McCaffrey, Acting Commissioner  
Contact Preference: US Mail

**Carver Community Center**  
Attn: R. Walker  
813 Strong Street  
Schenectady, NY 12307  
(518)374-8456 Fax: (518)374-0751  
Contact Preference: US Mail

**Centro Civico**  
Attn: Dr. Cecilia Sanz  
20 Rensselaer St.  
Albany, NY 12202  
(518)465-1138  
Contact Preference: US Mail  
**AWRT & College of Saint Rose**  
Attn: Mary Alice Molgard, Job Bank  
Coordinator  
College of Saint Rose  
432 Western Ave, Box 121  
Albany, NY 12203  
(518)454-5265 Fax: (518)458-5446  
[molgardm@mail.strose.edu](mailto:molgardm@mail.strose.edu) or  
[www.strose.edu](http://www.strose.edu)  
Contact Preference: E-Mail

Corporation For Public Broadcasting  
Attn: Ms Yoko Arthur  
Employment Outreach Project  
901 E. St. NW  
Washington, DC 20004-2037  
(202)879-9600 Fax: (202)783-1019  
Contact Preference: US Mail

Career Development Center  
Attn: Thomas Tarantelli, Dir.  
RPI  
DCC RM. 209  
Troy, NY 12180  
(518)276-6234 Fax: (518)276-8787  
Contact Preference: US Mail

**Gay & Lesbian Community Council**

Attn: Carrie Knepp  
P.O. Box 131  
Albany, NY 12201  
(518)462-6138 Fax: (518)462-2101  
[cknepp@cdglcc.org](mailto:cknepp@cdglcc.org)  
Contact Preference: US Mail

**Hispanic Outreach Services**

Attn: Nilda Giraldi  
801 Stanley St.  
Schenectady, NY 12307  
(518)382-2004 Fax: (518)382-2695  
Contact Preference: US Mail

**Hispanic Outreach Services**

Attn: Maria Jeannette Gatto  
Youth Outreach Coordinator  
PO Box 577 (171 E. Main St.)  
Amsterdam, NY 12010  
(518)843-0004  
Contact Preference: US Mail

The Leadership Institute  
Attn: Denise Chaykun  
Broadcast Media Placement  
Coordinator  
Steven P.J. Wood Building  
1101 North. Highland St.  
Arlington, VA 22201  
(703)247-2000 Fax: (703)247-2001  
Contact Preference: US Mail

**NAACP**

Attn: Anne Pope

Hispanic Outreach Services  
Attn: Anne Tranelli, CSJ  
40 North Main Avenue  
Albany, NY 122003  
(518)453-6655 Fax: (518)453-6792  
Contact Preference: US Mail

**NCAAP**

Attn: Olivia Adams  
955 State Street  
Schenectady, NY 12307  
(518)372-4409 Fax: (518)372-5143  
[mcmctap@mybizz.net](mailto:mcmctap@mybizz.net) (omit as of  
12/23/03)  
Contact Preference: US Mail

**Hispanic Outreach Services**

Attn: Beatrice Aviles  
30 Ontario St.  
Albany, NY 12206-2427  
(518)463-1217 Fax: (518)463-1217  
Contact Preference: US Mail

**Hudson Valley Community College**

Attn: Center for Careers & Employment  
80 Vandenburg Ave.  
Troy, NY 12180  
(518)629-7326 Fax: (518)629-7508  
[cce@hvcc.edu](mailto:cce@hvcc.edu)  
Mark Schmiedeshoff, Director  
Contact Preference: E-Mail

**New York State Broadcasters**

Attn: Sandy Hickey  
Job Bank  
115A Great Oak Office Park  
Albany, NY 12203  
(518)456-8888 Fax: 456-8943  
[sandy@nysbroadcastersassn.org](mailto:sandy@nysbroadcastersassn.org)  
Contact Preference: Web Site

**New York State Job Service**

Attn: Donald Radley  
NYS Dept. of Labor

P.O. Box 2544  
Albany, NY 12220-0544  
(518)462-1823  
Contact Preference: US Mail

600 Franklin St.  
Schenectady, NY 12305  
(518)347-1662 Fax: (518)347-0563  
[www.ajb.dni.us/ny/employer/](http://www.ajb.dni.us/ny/employer/)  
Contact Preference: Web Site

Schenectady County Community  
College  
Attn: Carolyn T. Pinn  
Coordinator of Personnel /AAO  
Planning & Development  
78 Washington Avenue  
Schenectady, NY 12305  
(518)381-1200x 113 Fax: (518)346-  
0379  
Contact Preference: US Mail or Fax

University At Albany  
Career Development  
ULB-69  
1400 Washington Avenue  
Albany, NY 12222  
(518)442-5515 Fax: (518)442-5005  
[career@uamail.albany.edu](mailto:career@uamail.albany.edu)  
Contact Preference: US Mail

Albany Co Dept of Human Resources  
Attn: Kai N. Earle,  
Director of Affirmative Action  
112 State St.- Suite 670  
Albany, NY 12207  
[kearle@albanycounty.com](mailto:kearle@albanycounty.com)  
Contact Preference: E-mail

**The Sage Colleges-Troy Campus**  
Attn: Laurie Anderson  
Career Development Center  
45 Ferry Street  
Troy, NY 12180  
(518)244-2272 Fax: (518)244-6865  
[www.nacelink.com](http://www.nacelink.com)  
[www.sage.edu](http://www.sage.edu)  
Contact Preference: Web Site

One Hundred Black Men  
52 Chestnut Lane  
Schenectady, NY 12309  
Contact Preference: US Mail

Skidmore College  
Office of Career Planning  
Saratoga Springs, NY 12866  
Contact Preference: US Mail

Center for Law & Justice  
Pine West Plaza-Bldg.2  
Washington Ave. Ext.  
Albany, NY 12205  
Contact Preference: US Mail

**The Women's Building, Inc.**  
Attn: Liz Bryant, Coordinator  
79 Central Avenue  
Albany, NY 12206  
(518)465-1597 Fax: (518)465-1598  
Contact Preference: US Mail



Women's Press Club of NYS, Inc.  
WPC Newsletter  
PO Box 13493  
Albany, NY 12212-3493  
Attn: Nancy Curran, Editor,  
Newsletter  
1868 Eastern Parkway  
Schenectady, NY 12309  
393-5904 Office: 377-3810  
Contact Preference: US Mail

Connecticut School of Broadcasting  
NYC Career Service  
377 Route 17 South-Penthouse  
Hasbrouck Heights, NJ 07604  
Contact Preference: US Mail

Refugee Resettlement Program  
218 Nott Terrace  
Schenectady, NY 12307  
Contact Preference: US Mail

Women's Employment & Resource Center  
Attn: Elizabeth Miller, Executive Director  
175 Central Ave, 3<sup>rd</sup> Floor  
Albany, NY 12206  
(518)462-7600 ext 187  
[www.cdwercc.org](http://www.cdwercc.org)  
Contact Preference: US Mail

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

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### **Appendix 3**

### **RECRUITMENT INITIATIVES**

#### **Outreach Initiative #1**

Participate in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

WRGB personnel participated in the following events during the reporting period:

2/9/09: Meteorologist toured the station with the Zoller Elementary School 2<sup>nd</sup> grade class, presented a discussion of weather facts and figures followed by a question and answer session.

2/24/09: Meteorologist spoke to the New School of Radio and Television concerning the rewards and challenges of becoming an on-air meteorologist the News School grand opening event.

4/23/09: Chief Meteorologist judged the Mohonasen High School public speaking contest and also lectured on the rewards and challenges of becoming an on-air Meteorologist.

Various: meteorologist discussed weather facts and figures, on-air meteorology and followed with a question and answer period at events hosted by the Saddlewood Elementary 3<sup>rd</sup> grade class on 2/24/09, the Cossackie-Athens Middle School 5<sup>th</sup> grade class on 3/31/09, the Hillside Elementary School 3<sup>rd</sup> grade class on 3/24/09, the Park Terrace Elementary School 5<sup>th</sup> grade class on 4/20/09, the Gloversville High School 9<sup>th</sup> to 12<sup>th</sup> grade classes on 5/5/09 and the Forts Ferry Elementary 3<sup>rd</sup> grade class on 6/11/09.

#### **Outreach Initiative #2**

Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Our 2009 internship programs attracted sixteen college and high school students. Two interned in the Sales Department, the remainder in News. The colleges represented were Hudson Valley Community College, Rensselaer Polytechnic Institute, Ithaca College, SUNY Oswego, SUNY Albany, SUNY Brockport, Marist, New School of Radio and Television, Scotia-Glenville High School and Niskayuna High School. Interns receive school credit and are monitored by a teacher/coordinator.

#### **Outreach Initiative #3**

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

WRGB/WCWN provides on-going training to management and supervisory personnel.

2/12/09: Newly hired General Sales Manager viewed a dvd entitled "EEO Compliance For Supervisors and Managers." He signed a statement acknowledging such , receiving the station policies entitled "Anti-Harassment/Non-Discrimination" and "WRGB Information Systems" and acknowledging his responsibility as a supervisor/manager to comply with and enforce EEO rules and station policies.

March thru June: Business/HR Manager, General Sales Manager, WRGB and WCWN Local Sales Managers viewed a dvd entitled "Legal Survival Skills for the Modern Manager" and signed a statement acknowledging such, receiving the company policies entitled "Anti-Discrimination and Harassment", "Information Technology and Security", "Prevention of Workplace Violence" and "Equal Employment Opportunity" and acknowledging responsibility as a supervisor/manager to comply with and enforce EEO rules and company policies.

8/21/09: Newly hired Executive News Producer viewed a dvd entitled "EEO Compliance For Supervisors and Managers" and signed a statement acknowledging such , receiving the station policies relating to discrimination, harassment and workplace protocol and acknowledging her responsibility as a supervisor/manager to comply with and enforce EEO rules and station policies.

9/8/09: Department heads and the General Manager attended a diversity training session presented by Freedom Broadcasting Senior Director of Human Resources Deborah Mills. The training enabled the management team to build their skills in recruitment and gave them a better understanding of ensuring equal employment opportunity and preventing discrimination.

#### **Outreach Initiative #4**

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Palm Beach Community County Job Fair     April 2, 2009  
Sr Director HR Broadcast Division

Dr. King Career Fair   April 16, 2009  
Production Manager, News Manager, Creative Services Manager, Business/HR Manager, Chief Engineer, Local Sales Manager

NAB Education Foundation Career Day     April 22, 2009  
News Manager, Sr Director HR Broadcast Division, VP Finance Broadcast Division

#### **Outreach Initiative #5**

Participate in at least four activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.

WRGB personnel participated in the following events during the reporting period:

2/9/09: Meteorologist toured the station with the Latham NY Cub Scout Troop, presented a discussion of weather facts and figures followed by a question and answer session.

3/27/09: Meteorologist toured the station with the Burnt Hills NY Cub Scout Troop, presented a discussion of weather facts and figures followed by a question and answer session.

4/12/09: Chief Meteorologist spoke to the Colonie Senior Services Center about the rewards and challenges of being an on-air meteorologist.

4/15/09: Sales Director participated in a job shadow with the Schenectady ARC School to Work Program.

7/22/09: Chief Meteorologist guest lectured at the BoyHaven Cub Scout Camp where he presented weather facts and figures and shared a videotape demonstrating a variety of weather subjects including forecasting and reporting. A question and answer session followed.

12/10/09: Evening Anchor spoke to Niskayuna Cub Scouts from Craig Elementary School. She explained to the group how the News show is developed including all the steps leading up to the newscast. A question and answer session followed.